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New Leadership Transitions Handbook Available for Army Leaders

The Combined Arms Center - Center for Army Leadership (CAL) at Fort Leavenworth, Kansas, has released a new handbook aimed at formalizing procedures for one of the most difficult periods any leader will encounter – transitioning into a new position of leadership.

The Leadership Transitions Handbook provides leaders at all experience levels a systematic approach to transitioning into a new position, one that can be tailored to meet the needs of both new and experienced leaders.

“The challenges of leadership are often greatest when there is a leadership transition, resulting in a shift in roles and responsibilities,” said Col. Bruce J. Reider, director of the Center for Army Leadership. “While the Army transitions leaders with regularity, it has not formalized this significant event in its leader development process. It is imperative that leadership transitions occur efficiently and effectively particularly during this era of persistent conflict and high operations tempo.”

Preparing to take command or to transition to any new position of responsibility is a natural progression for Army leaders and is something that has always been taken seriously by those designated for it, but there has not been a systematic or standard approach that is taught or used to guide young leaders during this difficult period of transition. Conducted properly, the transition period can lay the groundwork and provide a framework for action that helps minimize uncertainty and create the conditions for success. Having a plan for the transition ensures leaders can maximize the opportunities and mitigate the challenges that arise during the process. The new Leadership Transitions Handbook will help to make these transitions more successful.

Sections in the Leadership Transitions Handbook include understanding yourself and the organization, conducting an initial assessment and building credibility, team building and establishing routines, and sustaining organizational operations. The Handbook is currently available at the Center for Army Leadership AKO website (<https://www.us.army.mil/suite/page/376783>), LeaderNet (<https://leadernet.bcks.army.mil/>), and the Combined Arms Center-Center for Army Leadership public access website (<http://usacac.army.mil/cac2/cal/index.asp>).

Media interested in learning more about the Leadership Transitions Handbook should contact Dr. Jon Fallesen at the Center for Army Leadership, (913) 684-3160.